

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
10-CA-289619	1/28/2022

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Amazon		b. Tel. No. (888) 892-7180
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 975 Powder Plant Rd  AL Bessemer 35022	e. Employer Representative	g. e-mail
		h. Number of workers employed 5000
i. Type of Establishment (factory, mine, wholesaler, etc.) Consumer Goods	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) ng charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code)  (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements  
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 01/28/2022 06:09:03 AM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
Amazon	01/18/2022

## **Additional Information in Support of Charge**

**Charging Party Name :** (b) (6), (b) (7)(C)

**Inquiry Number :** (b) (6), (b) (7)(C)

**Date Submitted :** 01/28/2022 06:09:03 AM

Please provide a brief description of the specific conduct involved in your charge. The information you provide may be viewed by the charged party in the event of a formal proceeding, so PLEASE DO NOT GIVE A DETAILED ACCOUNT OF YOUR CHARGE OR A LIST OF POTENTIAL WITNESSES AT THIS TIME. A Board Agent will contact you to obtain this and other detailed information after your charge is docketed. After you submit this E-Filed Charge form, you will receive a confirmation email with an Inquiry Number (Sample Inquiry Number: 1-1234567890) and a link to the E-Filing web page. You may use the link and the Inquiry number provided in the email to e-file any additional documents you wish to present in support of your charge.

### **Additional Information Provided:**

Amazon has been hosting weekly "employee relationship" meetings consisting of anti-union sentiment. The company is sharing factual information in a way that misrepresents how unions function. Not only have they been sharing information in a way that is deceiving they have also blatantly lied to us. These meetings make us feel intimidated and pressured to vote in Amazon's favor.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 10  
401 W. Peachtree Street, NE  
Suite 472  
Atlanta, GA 30308

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858



Download  
NLRB  
Mobile App

January 28, 2022

(b) (6), (b) (7)(C)

Re: Amazon  
Case 10-CA-289619

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on January 28, 2022 has been docketed as case number 10-CA-289619. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner David C. Watkins whose telephone number is (629)800-6267. The mailing address is 810 Broadway Ste 302, Nashville, TN 37203-3859. If this Board agent is not available, you may contact Resident Officer Stacey R. Smith whose telephone number is (629)800-6266.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlrb.gov](http://www.nlrb.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlrb.gov](http://www.nlrb.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability.  
Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read 'LH', followed by a long horizontal line extending to the right.

LISA Y. HENDERSON  
Regional Director

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**From:** (b) (6), (b) (7)(C)  
**Sent:** Friday, January 28, 2022 2:55 PM  
**To:** Watkins, David C  
**Subject:** Re: Amazon Case 10-CA-289619

I can be reached at (b) (6), (b) (7)(C)

On Jan 28, 2022, at 1:29 PM, Watkins, David C <David.Watkins@nlrb.gov> wrote:

Sounds good. Let's plan for (b) (6), (b) (7)(C). Let me know what number I should call you at.  
Thanks.

David

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**From:** (b) (6), (b) (7)(C)  
**Sent:** Friday, January 28, 2022 12:11 PM  
**To:** Watkins, David C  
**Subject:** Re: Amazon Case 10-CA-289619

Hi David,

Thank you for your response. My schedule has me unavailable during typical business hours but I am off on (b) (6), (b) (7)(C) and am free to speak at any hour on that day. Until then I can collect and put together a list of actions I believe may be in violation of labor laws and some audio recordings that may support it. If you can give me a time on (b) (6), (b) (7)(C) and I will make sure I am near the phone. Thanks again! I look forward to speaking with you.

(b) (6), (b) (7)(C)

On Jan 28, 2022, at 11:20 AM, Watkins, David C <David.Watkins@nlrb.gov> wrote:

(b) (6), (b) (7)(C)

My name is David Watkins and I have been assigned to investigate the above referenced charge you filed against Amazon.

In order to begin my investigation, I will need to collect any documentary evidence you have and take a statement from you over the phone. In your charge, you allege that the Employer has been conducting meetings in which the Employer misrepresents, lies, and intimidates employees. During our phone call, we will need to cover all of the meetings where this occurred. For each meeting, we will need to cover where the meeting occurred, when it occurred, who all was present for the meeting, how long the meeting lasted, and everything that was said at the meeting, including the unlawful

statemetns. We will do this for each meeting you allege the Employer performed unlawful actions.

I would like to go ahead and schedule your telephonic affidavit. Please let me know some times next week when you are available. The phone call length will vary based on how many meetings contained unlawful events, but I estimate our phone conversation will list between 1-2 hours.

Let me know if you have any questions and when you are available. Thank you.

David C. Watkins III

National Labor Relations Board

810 Broadway, Suite 302 | Nashville, TN 37203

Direct: 629.800.6267 | Main: 615.736.5921 | Fax: 615.736.7761

**The NLRB is switching to mandatory electronic filing of all case documents** (see [GC 20-01](#)).

E-file [Frequently Asked Questions](#) | E-file [Live Demo](#) | Report E-filing issues to [e-filing@nlrb.gov](mailto:e-filing@nlrb.gov) or 1-844-762-6572

Confirmation of E-Filed documents will come from email address [NLRBRegion10@nlrb.gov](mailto:NLRBRegion10@nlrb.gov). E-Issued documents will come from email address [e-service@service.nlrb.gov](mailto:e-service@service.nlrb.gov). Please add both to your email address book.



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**From:** Watkins, David C  
**Sent:** (b) (6), (b) (7)(C) 2022 1:40 PM  
**To:** (b) (6), (b) (7)(C)  
**Subject:** RE: Amazon Case 10-CA-289619

(b) (6), (b) (7)(C)

Thank you for taking time to talk to me (b) (6), (b) (7)(C). During our conversation you requested to withdraw the charge. I will have the Region process it. Let me know if you need anything else. Thank you.

David

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**From:** Watkins, David C <David.Watkins@nlrb.gov>  
**Sent:** Friday, January 28, 2022 1:29 PM  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Re: Amazon Case 10-CA-289619

Sounds good. Let's plan for (b) (6), (b) (7)(C). Let me know what number I should call you at. Thanks.

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David C. Watkins III  
National Labor Relations Board  
810 Broadway, Suite 302 | Nashville, TN 37203  
Direct: 629.800.6267 | Main: 615.736.5921 | Fax: 615.736.7761

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UNITED STATES GOVERNMENT  
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REGION 10  
401 W. Peachtree Street, NE  
Suite 472  
Atlanta, GA 30308

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858

February 3, 2022

Amazon  
975 Powder Plant Rd  
Bessemer, AL 35022

Re: Amazon  
Case 10-CA-289619

Dear Sir or Madam:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

A handwritten signature in black ink, appearing to read "LH", is written over a horizontal line.

LISA Y. HENDERSON  
Regional Director

cc:

(b) (6), (b) (7)(C)

A large black rectangular redaction box covers the bottom portion of the cc: line.

Case Name: Amazon  
Case No.: 10-CA-289619  
Agent: Field Examiner DAVID C. WATKINS

## CASEHANDLING LOG

[illegible]